



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL  
CORRESPONDENCE



DATE: MAY 21, 2012

FROM: ROBERT W. SHILLING *RWS*  
DEPUTY SECRETARY/OPERATIONS *[Signature]*

THROUGH:

TO: STANDARDS BUREAU, NMSP  
HUMAN RESOURCES BUREAU, NMDPS

SUBJECT: DIRECTIVE – PILOT PAY PLAN – N.M.S.P.

Until such time as PRS:16:00 "New Mexico State Police Officer Pay Plan" can be amended and reconciled as appropriate, the following directive is effective beginning pay period 05/26/2012.

NMSP Pilot Pay Plan/Compensation Plan

- The base salary of pilots assigned to the NMSP Aircraft Section shall be based upon the pilot's education and experience as a pilot.
  - Pilot(s) of the NMSP Division shall receive an additional ten (10%) percent increase to base upon permanent assignment in the Section, wherein their primary function/job task/responsibility is to pilot aircraft for the NMSP.
    - Pilot(s) with a "dual" rating (rotor + fixed wing) may receive an additional five (5%) percent increase to base upon recommendation of the Aircraft Section commander.
    - Pilot(s) with "instructor", "maintenance", "aviation safety officer", "tactical operations officer" or other appropriate certifications may receive an additional five (5%) percent increase to base upon recommendation of the Aircraft Section commander.
      - Possession of a given certification or rating, as mentioned above, does not provide a property right to any base increase as described above. Only upon demonstrated, certified, and documented recommendation from the Chief Pilot/Section Commander that the certification is current, in use, and beneficial to the safe, effective and efficient operation of the Section will any additional increase to base be considered.

Directive – NMSP Pilot Pay Plan/Compensation Plan

- Attained increases to base shall be removed if documented “non-use” or “not beneficial to mission” of the certification is presented by the Section Commander with a recommendation that the increase to base be removed.
- NMSP Pilot Pay Plan/Compensation Plan is contingent upon adequate funding provided to the Division as enumerated in yearly state statute regarding funding for personnel services, operations, etc.

Pilots entering service into the Aircraft Section shall be required to acknowledge that the above enhancements to salary are job/task/assignment specific, and are specific to the Aircraft Section. If a pilot chooses to leave the Section for promotion, transfer, or reassignment, the enhancement(s) to salary will cease upon promotion, transfer, or reassignment and the base pay will revert to the base pay of other officers in the same rank and years of service. If a pilot is reassigned, as allowed by policy, by the Office of the Chief, the enhancement(s) to salary will cease but the base pay will remain the same.

RWS:rhs